# GrummanWorld

Volume 8, Number 10 | Our Employees Are Our Major Shareholders | May 26, 1989


# Tomcat-21 Would Make A Striking Fighter

## *However, Tomcat-21 would be in jeopardy if F-14D production line is cancelled*

"The Tomcat-21 would be a Ferrari with an attractive list price," says Paul Bavitz, program vice president-Advanced F-14.

The new design is an advanced version of the F-14D. It would beef up the Tomcat's air-to-air performance and capitalize on its original designed-in air-to-ground features as a strike fighter. "The Tomcat-21 would be more economical than a new aircraft and could be available in half the time," says Bavitz.

If Grumman begins full-scale development of the Tomcat-21 in 1990, the advanced F-14 could have its first flight in 1993 and deliveries could begin in 1996, reports Bavitz. However, at a press briefing in Washington, D.C., on May 17, Grumman announced that without the F-14D production, Tomcat-21 would be in jeopardy.

Basically, the Tomcat-21's and F-14D's airframe and components are the same.

"Tomcat-21 is an evolutionary approach to designing a new aircraft, so the technical risk associated with its development is relatively low," says Bavitz. "However, most of the production costs are based on the premise that there is a production run of F-14D's."

Grumman is studying the Tomcat-21 design to give the Navy future flexibility in its planning. "However, today's Tomcat-21 baseline isn't the only F-14 configuration that we're studying," says Bavitz.

He notes that the government has made a very large investment in several advanced technologies.

"We are studying how the U.S. can best capitalize on these technologies by integrating them into advanced F-14 designs. For instance, one design entails an F-14 equipped with engines designed for the Advanced Tactical Fighter (ATF); another involves equipping an F-14 with ATF avionics."

The Tomcat-21 would be an all-weather fighter with both air-to-air and air-to-ground capabilities. "Future carrier air wings are likely to have fewer types and perhaps fewer numbers of aircraft, so a versatile weapons system like the Tomcat-21 could give the Navy a high degree of operational flexibility," says Bavitz.

Improvements over the F-14D include enhanced survivability, avionics, engine performance and fuel capacity.

The Tomcat-21 would carry both large bombs and smart weapons for the stand-off strike role. Its avionics would include the joint tactical information distribution system, larger computer capacity, and blue-green light for use with night-vision goggles.

**A Fighter For The 21st Century.** *This model of the Grumman Tomcat-21 will be on display at the Paris Air Show next month. The Tomcat-21's larger glove — the cover that runs from the engine intake to the leading edge of the wings — will feature an internal fuel tank.*

The most noticeable external change would be the Tomcat-21's larger glove. The glove runs from the engine intake to the leading edge of the wings. Inside the glove will be an internal fuel tank; all totaled the Tomcat-21 would hold around 2,500 more pounds of fuel than the F-14D.

For the air-to-air scenario, the Tomcat-21 would carry four Sidewinders, six Sparrows, six Phoenix and six advanced medium-range air-to-air missiles (AMRAAMs).

Now under development, advanced long-range air-to-air missiles (AAAMs) can also be carried by the Tomcat-21 in significant numbers, says Bavitz.

A new high-lift system is one of the cornerstones of the Tomcat-21 design. It would allow the plane to take off and land with more weapons systems on board. Design takeoff gross weight would be 76,000 pounds versus 72,900 pounds for the F-14D.

The high-lift system involves adding an extendible flap, and incorporating a new leading-edge slat.

"This approach was selected over several others as a result of tests conducted in late 1988 in Grumman's low-speed wind tunnel in Bethpage," says Bavitz.


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# Emergency Products Team Back To Work

ROANOKE, Va., May 15, 1989 — The Grumman Emergency Products team is together again. Groups of production and service center workers had been put on furlough beginning last March, due to an oversupply of stock trucks and a shortage of components. Today, the last of them came back to work.

About 140 of the Grummanites were on four-week furlough from March 17 to April 17. On March 31, 80 people from final assembly and nine members of the service center went out on a four-week furlough; nine other members of the service center went out on April 17.

During the first two weeks in April production was shut down entirely. Emergency Products ran into a shortage of chassis and pumps and so was forced to stop production.

Emergency Products President Bill Bruns says that Grummanites were offered the chance to use vacation time for the furloughs, but most chose to save that time.

Grumman arranged to have representatives from Virginia's unemployment office on site when the furlough began. This guaranteed that everyone affected would get unemployment compensation immediately.

Sales of both stock and custom fire fighting vehicles had bottomed out last year and are up a bit this year, says Bruns. "But we're still not back to the excellent 1985-86 level. This is a very competitive market now."

Emergency Products is doing several things to improve its sales.

"We're developing another line of trucks and going into the chassis business ourselves so we can sell models that are more price-competitive," Bruns says.

For now, though, he's happy to have production rolling again. "It's good to hear trucks being built in the factory."

**Grand Display.** *This 18 x 60 foot photograph of a Navy pilot climbing into an F-14 Tomcat was recently displayed at Grand Central Station. The photo, "A Sailor Begins His Day At Sea," was taken aboard the U.S.S. America by noted military photographer Brian Wolff. It was the centerpiece of Eastman Kodak's landmark Colorama ad, the world's largest indoor photo transparency. (Photo by Bob Settles)*

# *Monthly Meeting Clears The Air In Parts Fab*

BETHPAGE, N.Y.— Parts Fabrication General Manager Vince Ciampa has taken the open-door policy one step further: he sends out invitations.

Every month Ciampa invites two dozen or so Grummanites from the Parts Fabrication department — most of whom work in Building 3 in Bethpage — to a monthly meeting. It's a time for Ciampa to explain what's coming up in the Parts Fabrication center. And it's their chance to get rumors answered and tell him what's wrong on the shop floor.

The meetings only started last December, but good things have come out of them already. According to Ciampa, concerns about facility maintenance and machine repair led to a better system for getting the most important work done first.

At one meeting, a Grummanite pointed out that a material shortage that was causing parts delivery problems. His information brought out a management communication problem. Parts Fabrication had already set up meetings with Material to solve the shortage. However, it never got the word to the shop floor, until that meeting.

The meetings also gave birth to a news letter. It has information from the meetings and general information about the people and workings of Building 3.

The people who attend each meeting are picked at random. Each month there's a different group. At a May 10 meeting, 27 people gathered in a conference room. There were no supervisors except Ciampa, his deputy Ralph Mastrole and Sal Rubino, who's head of administration. Mastrole and Rubino are there only to answer questions.

The doors were closed— to keep noise out, not the words in.

Ciampa opened the meeting by saying, "We're here to communicate with each other, to tell the good and bad news."

Naturally, the guests weren't quite sure what to expect. Just how free were they to speak? But Ciampa's manner was friendly and low-key to set them at ease.

He talked about Grumman's battle in Congress to get the F-14D back in the budget. He discussed new commercial subcontracts that will help keep this modernized parts-making facility running.

Questions started slowly, but picked up quickly. They asked about the status of the Air Force plans to buy a Primary Aircraft Training System plane. They wanted to know what efforts are being made to get more commercial aircraft repair work at Stuart or Calverton. They talked about the Joint STARS program and the FSX fighter that the U.S. will help Japan build.

After the hour-long meeting, everyone seemed satisfied.

"You can get a straight answer from up top rather than have people speculate on an answer," said Joe Drago of Prototype.

"This meeting was really helpful," said Julie Archer, who works in the Parts Fabrication Center, Building 2. "Rumors don't get us anywhere."

Ciampa said, "I know that people are talking to each other about the meetings. I think that the message is getting out that we are listening to them and taking action on their suggestions."

"I'm totally elated by the questions," Ciampa said. "These are thoughtful people who understand the business we're in."

## For The Record

Are you receiving Grumman correspondence, letters, annual reports, and W-2 forms? If not, you may not have submitted an Employee Status Change form indicating your current company address.

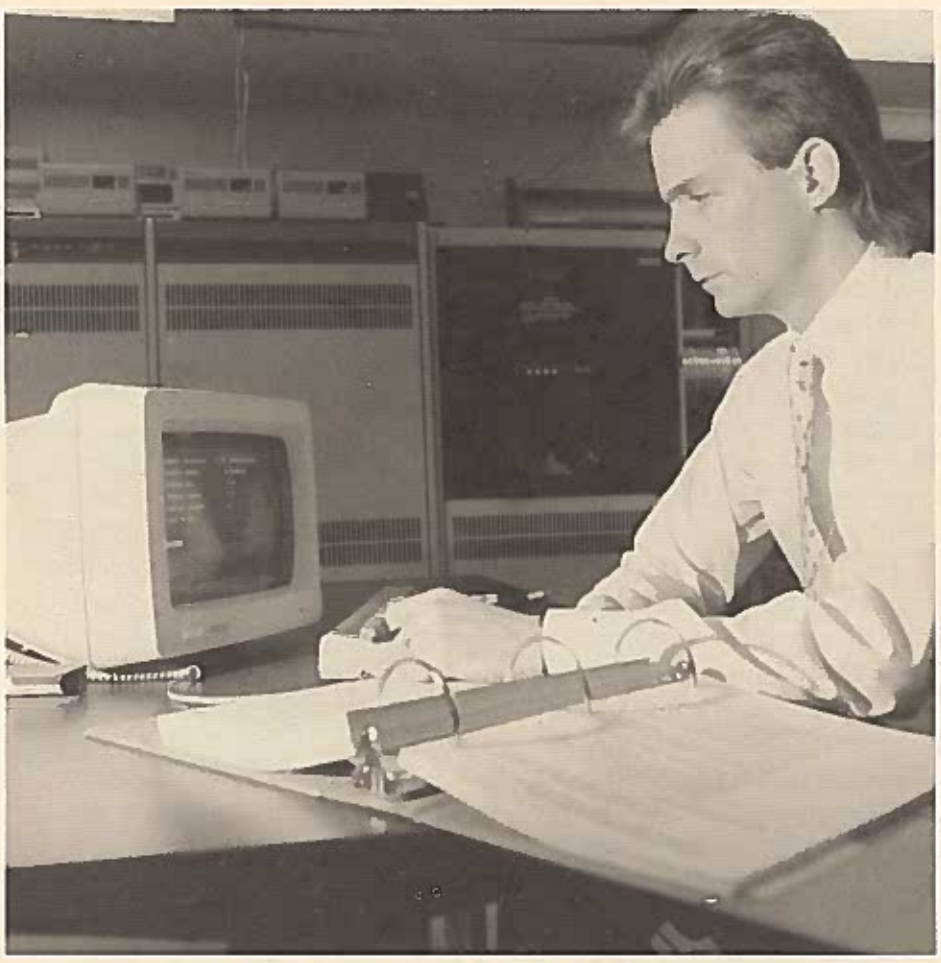
If you've moved or changed your phone number, ask your administrator for a form and forward it to Personnel Records, E09-GHQ.

## *Technical Services Makes Final Round*

Grumman Technical Services Division made it to the final round of the NASA Excellence Award for Quality and Productivity competition. NASA notified Technical Services on May 1 that it was one of eight finalists out of 27 companies that were in round two. A NASA team will audit the division's operations at the Kennedy Space Center in June. The winners will be announced in October.

## HMO Members, Take Note

If you belong to a health maintenance organization (HMO), make sure it has all the correct information about you. If your have had a recent change of address or marital status, or added a dependent, contact the Benefits Department as soon as possible to have these changes made. The number to call is: (516) 575-3044.



**Support Network.** *In Woodbury, Long Island, Jim Dunphy monitors some performance statistics for one of Systems Support's own computers, a Digital Equipment Corporation VAX system. DEC support is one of the unit's mainstays. Recently, however, it significantly broadened its product line. (Photo by Bob Settles)*

**Congratulations Are In Order.** *Tom McGrath, senior vice president - product operations, thanks award recipients for their outstanding performance over the course of 1988. (Photo by Rich Breunig)*

# Master Craftsmanship Awards Distributed

Over 3,400 Grummanites in Bethpage Operations and Parts Fabrication recently received checks up to $225 for reducing rework in their departments during 1988. The awards are part of the Master Craftsmanship program, which began as an extension of Pride of Workmanship in 1983.

In Parts Fabrication — both in Bethpage, and Glen Arm, Maryland — 1,500 checks worth a total of $175,700 were distributed. The department's 1988 goal was to reduce rework to 7.6 percent. Actual performance reduced it to 6.1 percent.

Slightly over $180,000 worth of checks were presented to 1,950 Grummanites in Bethpage Operations. Their 1988 goal was 3.8 percent; they actually reduced rework to 2.8 percent.

Throughout the Aircraft Systems Division, rework costs dropped from 7.8 percent to 5.3 percent last year. "The program is alive and well," says Norm Reinertsen, vice president-Quality Operations. "Reduction in rework has improved more than 30 percent since 1983."

The Master Craftsmanship awards are based on the savings that a production area is responsible for in a given year. The cash awards are equal to 25 percent of the hours saved.

# Grumman Systems Support Markets Expanded Service

Grumman Systems Support is significantly broadening the types of services it offers, aiming to capture a greater share of business in the computer services support market.

Begun as a hardware-maintenance organization, this Grumman unit has added a host of new services on: workstations, networks, data communications hardware, and telephone systems. In addition, Grumman has broadened its total service profile to include: facilities management, operations, hardware sales and installations, customer service centers, help desks, and software support. The unit can tap the talents of its divisional parent, Data Systems, when necessary for software development and integration expertise.

"Our customers have a wide variety of equipment and want more than just a good price for maintenance of their computers," says Rick Rosello, vice president. "They're looking for one company to come in and fulfill their total information processing service needs."

In the manufacturer support arena, Systems Support now has distributor agreements with about a dozen equipment manufacturers to act as their sales, installation, and service representative. One of those is Wyse Technology, a manufacturer of terminals, personal computers, and workstations.

"We sell jointly with their salespeople," says Rosello. "The customer gains an integrated approach to procurement of both hardware and service. Wyse benefits by being able to sell larger, networked systems knowing a company like Grumman is backing it up with service.

"This is a profitable segment of the marketplace, with no up-front inventory requirements," says Rosello. "And in many cases, manufacturers have had difficulty obtaining as distributors integration companies with our broad base of service capabilities."

Yet another new service is software support. Systems Support currently has a maintenance contract with the New York City Health and Hospitals Corporation. It is now installing systems that would boost the capabilities of the computer systems used by the hospitals' nurses stations.

Right now, there are dozens of equipment brands throughout the city hospital system — some very sophisticated, others much less so. Nurses' stations use more than one terminal for different functions. New software will run on a universal personal computer, providing the same functions as the multitude of existing terminals. "That eliminates computer proliferation on the hospital floor," says Rosello.

Customer service involves the kind of work done by the people who work inside the Grumman gates at computer "help desks." Systems Support already has dispatch desks in Woodbury, Gaithersburg (Md.) and some of its other locations. To increase their problem-solving skills, current staff people are getting some additional training, and new people may be added.

For some services, Systems Support can team with other firms. In a facilities management contract, a customer wants one company to handle all service management. In such cases, Grumman provides service on the majority of systems and subcontracts service to manufacturers on systems Grumman does not maintain.

A typical example of such a contract is the service agreement with the Delaware City, Delaware, Texaco plant. Grumman maintains Data General and Modcomp computer systems and manages service contracts for the customer's Control Data Cyber systems.

Last year, DuPont and Texaco selected Grumman as their preferred third-party maintenance contractor. This doesn't give Grumman a lock on the business: a factory can still elect to buy services from either the maker or the vendor of equipment. However, since then, seven DuPont textile fiber plants have signed on for service, as well as two Texaco plants.

Systems Support is now in 56 cities, and will soon be opening in a 57th: Charleston. A DuPont plant in that city recently purchased a service contract.

"We would not have been able to obtain the agreements with DuPont and Texaco if we had not been able to do more than equipment maintenance," says Rosello.

## *Budget Battle Update*

*Grumman World's Budget Battle Update* keeps you on top of what Grumman and its supporters are doing to keep the A-6, F-14 and EA-6B aircraft in the Fiscal Year 1990 budget.

The update is sent to all Long Island mailrooms. The publication is also sent by facsimile to Grumman sites around the country for local reproduction. If your mailroom doesn't have copies, call us at (516) 575-4334.

# Putting A Price Tag On Grumman's Products

Before any metal is cut, models made, drawings drawn, all customers have one very important question: "What's it gonna cost?"

The people in Grumman's Corporating Estimating department spend their lives answering that question, doing everything from simple arithmetic to highly complicated math equations.

Estimating what it will cost to do a job is a critical function at Grumman. Accurate estimates determine not only whether the customer will award a job in the first place — they are the benchmark by which subsequent performance is measured and payments made to the company.

"Estimates are needed not only for new business proposals," says Jim Winding, director of Corporate Estimating. "There are all kinds of changes throughout the life of a production program, as well as spare parts, repairs, and modifications. They all require estimates."

A cost estimate isn't just one number, but an analysis of where costs occur and how that affects the final price. Think of when you had body work done after a car accident: the shop made up an estimate with a breakdown of the cost for parts and labor. Grumman's estimates are much more detailed and can run into hundreds of pages. Every function has an impact on an estimate, from the handling of documents to the actual cutting of a part.

Such precise data is required for the type of manufacturing Grumman does: aircraft and other military products designed to operate in hostile situations. "Furthermore, there are constant enhancements to our products," says Harold Quigley, manager - Estimating Systems and Technology. "If you're building a car or truck, you just don't have the same magnitude of engineering changes and cost ramifications."

The Federal government requires ever-more detailed information from contractors to support price quotes, and that task doesn't end when a proposal is submitted. Then comes the fact-finding process, when the government submits hundreds of questions about a bid, much of them cost related. Corporate Estimating provides the answers.

"The government wants to make sure the price we give them is fair and reasonable," says Winding. "In addition, all the department's methods, procedures, hardware, and software are first approved by the government — it must agree with the way we arrive at our numbers."

The estimating factor directive is one time-saving change recently put into place. There are 27 such directives, covering how to handle details contained in every single proposal: part-time labor, overtime premiums, quality control, and raw materials, to name a few. As a result, these issues don't have to be covered during every contract negotiation and fact finding.

Another recent improvement is a comprehensive training program for estimators, as well as seminars for senior managers from all areas of Grumman. The estimating course is once a week for two hours and takes one and a half years to complete. It covers how the U.S. government works, the budget process, the effect of Federal laws, and practice in cost-price negotiations and fact-finding.

There also are courses in advanced techniques such as parametric estimating, cost modelling, and target cost estimating.

With parametrics, cost statistics are studied from past or current programs, comparisons made, and relationships established. In cost modelling, vague information about a product and its role is used to project a possible price. When more is known about the product, target cost estimating is used to size a program and its cost.

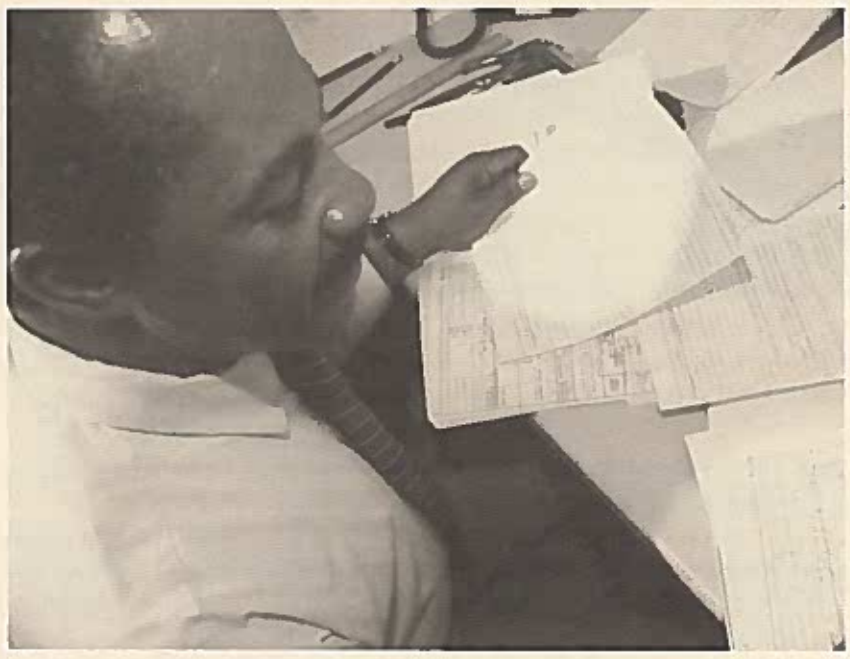
***"Estimating people now have to be half mathematician, half Philadelphia lawyer."***

"Our people now have to be half mathematician, half Philadelphia lawyer," says Quigley. "Grumman's estimators used to rely mainly on simple calculations of the cost of equipment, labor and the time required to do a job. We don't do as much of it anymore."

The department is now putting the final touches on a system called parts-cost tracking. It will work with the labor collection and corporate payroll systems, enabling cost estimates to be broken down by specific part — and Grumman uses approximately 900,000 aircraft parts. It will also make it easier to prepare bills of material, which are sent to the customer after the product is delivered.

Meanwhile, the government always has Grumman under its microscope. "We are frequently audited by the Defense Contract Audit Agency," says Quigley. "While our most recent one was acceptable, the DCAA could come back six months from now and find something wrong. So we have to work very closely with them.

"It's an interesting place to be — you're in the forefront of what's going on, both in the company and the industry."



**Crunching The Numbers.** *Among the people working for the Corporate Estimating Department are: (top) Carol Pabst and Mike Napolitano; (center, L) Linda Nelson; (R) Bill Harris; (bottom) Mike DiMaggio, Frank Stabile, and Bob Klewicki. (Photos by Rich Breunig)*

**Publish Or Perish.** *In Woodbury, Long Island, Bernie Kirschbaum reviews a reference document for the Defense Logistics Service Center proposal. The Data Systems Proposal Center recently began using a sophisticated new computer network that lets it to produce better documents — and more of them. (Photos by Bob Settles)*

# *Data Systems Bids To Stay A Winner*

WOODBURY, Long Island — Grumman Data Systems has been on a winning streak lately. The people in the division's Proposal Center are putting in some new systems to help ensure it continues.

Later this month, the center begins using its Proposal Center Information Management System (PCIMS). The new system will help the division produce better proposals and more of them. More important, the division will be better equipped to bid on big-ticket jobs.

"In the last three years, we have doubled the number of proposals we put out," says Wes Stout, director of Marketing Services and Communications for Data Systems. *[Editor's note: at press time, Stout was named vice president-Marketing and Product Support for the Systems Support unit of Data Systems.]* "In addition, we're bidding on more contracts valued in the hundreds of millions of dollars. That requires a completely modern information system."

The new system ties together existing computers into a "paperless" network. It includes three segments: entry stations, a document control system (which includes the DEC VAX minicomputer that runs the system), and a publishing and printing system.

Today's proposals typically encompass a greater depth of technical information than in the past, and there is more detail required by the customer. In addition, the information systems integration business is highly competitive: it isn't unusual for Data Systems to have 15 rivals on a bid.

"With fixed amounts of bid-and-proposal resources available, we have to find ways to get the most for our money," says Hector DelValle, assistant director of the Proposal Operations. "This system will help us do that. We haven't measured it yet, but we expect to dramatically cut the time it takes to prepare a proposal."

In the old method, analysts and engineers working on a proposal submitted handwritten text to a document processing specialist. If they had their own computers, their text had to be printed, then retyped.

Now, they write their "chapters" on a microcomputer. Even the most rudimentary, typewritten text can be entered into the system via optical scanners. Nothing gets printed out until the first draft stage.

"We have an Ethernet local area network that can accommodate any kind of hardware," says DelValle. "Every desk has a port for a computer. When you get here to work on a proposal, you just plug in your PC and go."

The document-processing crew now works with sophisticated page-makeup software called Interleaf. Among other features, it lets the specialist insert illustrations electronically — no more cut-and-paste. Furthermore, if you are putting a picture into an existing document, Interleaf automatically re-pastes the whole text, no matter how many pages. It even rearranges figure numbers and footnotes.

"We used to do this with razor blades," says Grace Vaccaro, a document processing specialist. "In addition, the table of contents is kept current automatically. Because proposals are so big and go through so many revisions, that used to be a nightmare."

The Proposal Center is linked to McLean, Virginia; Dayton, Ohio; Lexington, Massachusetts; Huntsville, Alabama; and San Diego, California. These people can produce their own first drafts. Proposals requiring input from several sites won't require long stays in Woodbury. This will trim the cost of lodging large groups of people at Long Island's expensive hotels.

"In addition, our subcontractors can be linked to the system for the duration of the proposal effort," says DelValle.

Electronic security is built into PCIMS. There are six levels of access to the computer network. Each person on a proposal team is assigned to one level, depending upon his or her role in the effort.

The DEC minicomputer contains proposal standards, plans, art and digitized photos, and "boilerplate" (text that gets repeated many times over). Every night, the computer backs up its data to a mainframe in Holtsville. This produces an electronic archive that proposal teams can use for research.

The Corporate Proposal Center in Bethpage plans to adopt a system patterned after PCIMS. "Corporate handles much bigger proposals with very strict time constraints," says Stout. "Anything they can do to cut the proposal preparation time will be beneficial."

Right now, the division has about $500 million in bids awaiting decisions. The first proposal being produced is an information system for the Pentagon, a part of the Headquarters System Replacement Program (HSRP) contract that Grumman won last year. The next one in line is a proposal for the Department of Interior.

"PCIMS is a major part of our strategy to stay competitive," says Stout.

**Textbook Case.** *Wes Stout, Grace Vaccaro, and Hector DelValle revise some text for another Data Systems bid. The Proposal Center uses a sophisticated system called Interleaf to produce hundreds of pages electronically.*

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## Unit Values

The Grumman Employee Investment Plan's unit values as of March 31, compared to February 28, are:

**Equity Fund**
4.958 up from 4.797

**Fixed Income Fund**
6.394 up from 6.374

**Guaranteed Income Fund**
3.032 up from 3.007

**Company Stock Fund**
$21.66 up from $20.19

# Two Receive "Silver Snoopy" From NASA For Space Effort

Grummanites Nello Abreu and John Walker of the Space Shuttle wing program recently received "Silver Snoopy" awards from astronaut Navy Lt. Cmdr. Mario Runco Jr. Abreu is a planner and scheduler in Building 25. Walker is a leadman in the final assembly area in Building 5.

The Silver Snoopy award is for outstanding individual contributions to the success of manned space flight missions; recipients are chosen jointly by NASA, Rockwell, and Grumman. The award is always presented by an astronaut, because it represents the bond between the astronaut corps and members of the NASA/industry work team.

Developed in the late 1960s, the Silver Snoopy is a symbol of excellence, promoting quality and flight safety consciousness. Snoopy was chosen for two reasons — he was a nationally known symbol, and he had some flying experience, albeit from the roof of his doghouse. The sterling silver Snoopy wears a space suit and helmet. These pins were flown on space shuttle *Challenger* Mission 41-G, October 5-13, 1984.

In his speech, Runco cited both Abreu and Walker's dedication to quality. "It is clear that you take pride in your accomplishments," Runco said. "Your attitude toward your job is a great asset to Grumman."

**NASA Honors Two.** *Silver Snoopy awards are presented to John Walker and Nello Abreu. Shown are: on the left, (L to R) John Walker, Walter Aims, Jr., Plant 5 manager, and Lt. Cmdr. Mario Runco, Jr.; on the right, (L to R) Runco, Jerry Goldmacher, vice president-operations, and Abreu.*

# *Grummanites Get Discount On Space Camp Tuition*

Grummanites can get a 20 percent discount on tuition to U.S. Space Camp and U.S. Space Academy programs because Grumman supports these educational organizations.

Space Camp is geared toward children in the younger grades, while Space Academy is more advanced and aimed at 7th to 12th graders.

Special programs are also available to adults through Space Academy. The discount applies to all categories.

Five-day Space Camp programs give fourth to seventh graders a taste of astronaut training. They can try on space suits, build and launch rockets, ride in a flight simulator, and go on simulated space missions in shuttle mock-ups. More advanced training is offered in five- and 10-day programs for higher grades. There are also three-day weekend programs for adults held in the fall.

Programs are based in Huntsville, Alabama, where Space Camp trainees tour NASA's Marshall Space Flight Center and the Space and Rocket Center. There is also a campus at Titusville, Florida, where youngsters visit NASA's Kennedy Space Center and its visitor information center, Spaceport USA.

Discounted tuition starts at $440 for summer sessions, $360 in the spring, and $340 in the fall. Call toll-free 1-800-63-SPACE for more detailed information on dates and prices. Be sure to mention that you're a Grumman employee.

## Thinking About Retirement?

If you plan to retire in the near future, and you or your spouse are over 65, apply at Social Security for Medicare, Part B. Medicare becomes your primary carrier for medical bills when you retire. Booklets about benefits for retirees are available from Benefits, (516) 575-3044.

## Fame Greets Former Hoopster

William "Pop" Gates, 71, who played for Grumman's pro basketball teams during the Second World War, was inducted into the Naismith Memorial Basketball Hall of Fame on May 9.

Gates' career began with the New York Renaissance, named for the Renaissance Ballroom in Harlem where they played. They won the first world professional tournament, held in 1939. He also played for the Tri-cities Blackhawks in the National Basketball League and the Harlem Globetrotters.

# Savings Bonds Pay Off

In the increasingly volatile world of investments, U.S. savings bonds are a sure thing.

Bonds held five years or longer accrue interest based on 85 percent of the average market yield during the previous six months of five-year Treasury securities. Interest is compounded semiannually. The current payback for Series EE bonds is 7.35 percent. The government also establishes a floor, in case market rates drop sharply (now 6 percent).

Furthermore, you don't pay federal tax on interest until bonds are redeemed (state and local taxes are exempt). Beginning next year, if you buy bonds to save for a child's education, the interest earned will be tax exempt.

You will soon be getting a letter from Grumman Chairman John O'Brien, as well as a card, inviting you to buy bonds through the U.S. government's payroll savings plan. More than six million Americans buy their bonds this way.

"Savings bonds are one of the safest ways to invest your money," says Jim Brown, deputy director of Corporate Payroll. "In addition, the money is readily available if you need it — bonds can be easily redeemed without penalty. And one of the benefits of payroll deduction is, you don't see the money."

Bond deductions are easy to figure. Instead of a percentage of your salary, you contribute a monetary sum — and it can be as little as one dollar. Series EE bonds are currently available as a payroll deduction in denominations of $100, $200, and $500. They are purchased for half their face value, and take 12 years to reach full maturity.

"Of course, if you cash them in before maturity, you won't get the face value — but you will get the amount you paid, plus interest," says Brown.

The new law permitting you to use bonds as an educational tax shelter applies not only for college or university tuition, but for private, parochial, and vocational schools. This tax exclusion has been approved, but the Internal Revenue Service is now formulating regulations.

"There's also a patriotic side to investing in savings bonds," says Brown. "Savings bonds help the U.S. economy. Through the program, the Federal government obtains money it would otherwise have to borrow at higher interest rates. This helps keep inflation down — which benefits all Americans."

For more information, contact the Payroll Savings Bonds department at (516) 575-2985. The U.S. government has a toll-free number you can call to learn current minimum rates, and semiannual market based rates, for Series EE bonds. That number is 1-800-US BONDS (in metropolitan Washington, D.C., the number is USA-8888).

**All In The Family.** *Donna Whiteman (C) of Payroll Operations buys bonds, especially since the arrival of Keith, now 2 1/2. So do her stepfather, Don Wright (L), who works for Aircraft Systems Finance, and mother Doris Wright, of Industrial Safety. Rounding out the family portrait is Whiteman's husband, Tom.*

J. L. Atlas

S. G. Bianco

A. S. Bishay

G. A. Brogan

J. T. Butler

C. D. Caldarella

T. Calpakis

D. J. Carroll

H. H. Carver

A. F. Cauiola

S. Congro

J. F. Cubells

N. W. Flinn

R. A. Jackson

A. H. Levy

G. W. Mauch

G. S. Miezejewski

J. J. Moynihan

A. C. Nieland

B. Nelson

C. A. Nivolo

P. J. Plate

W. Ptucha

C. J. Radimer

# Service Milestones

## 40

**Joseph B. Antonowicz**, Great River, Electronics Systems
**Carmine N. Botti**, Melville, Aircraft Systems
**Thomas A. Capozzoli**, Bethpage, Aircraft Systems
**Edmund J. Hanlon**, Bethpage, Aircraft Systems
**Walter J. Karl**, Milledgeville, Aircraft Systems
**James J. King**, Bethpage, Aircraft Systems
**Gerald E. Lange**, Calverton, Aircraft Systems
**Frank Magro Jr.**, Bethpage, Aircraft Systems
**Douglas F. Martin**, Milledgeville, Aircraft Systems
**Bartha F. Martorell**, Bethpage, Aircraft Systems
**Robert L. Pellegrino**, Bethpage, Aircraft Systems
**William J. Platt**, Calverton, Aircraft Systems
**Engelbert J. Rotzinger**, Calverton, Aircraft Systems
**George L. Schomburg**, Bethpage, Aircraft Systems
**Alfred V. Weston**, Bethpage, Aircraft Systems

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**Robert O. Ames**, Bethpage, Aircraft Systems
**William Branston**, Bethpage, Aircraft Systems
**John J. Carroll**, Bethpage, Grumman Corporation
**Charles F. Cipriani**, Calverton, Corporate Services
**Virginia T. Croken**, Bethpage, Aircraft Systems
**Robert J. Hendel**, Bethpage, Aircraft Systems
**Lawrence J. Klag**, Melville, Aircraft Systems
**Stephen T. Marciante**, Bethpage, Corporate Services
**Everett J. Maxwell Jr.**, Great River, Electronics Systems
**William Pinto**, Bethpage, Aircraft Systems
**Boleslaw Reiner**, Bethpage, Aircraft Systems
**Leo F. Torrens**, Holtsville, Data Systems

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## 30

**Richard H. Ahders**, Bethpage, Data Systems
**Marjorie A. Benesch**, Bethpage, Corporate Services
**Henry J. Bernabeu**, Bethpage, Aircraft Systems
**Warren E. Bishop**, Great River, Electronics Systems
**Martin C. Blyseth**, Bethpage, Grumman Corporation
**Edward N. Foltmann**, Calverton, Aircraft Systems
**Gordon F. Hudson**, Bethpage, Aircraft Systems
**Sherman F. Martin**, Bethpage, Aircraft Systems
**Richard S. Marvin Jr.**, Irvine, Space Systems
**Francis J. Morcerf**, Melville, Space Systems
**Joseph M. Murphy Jr.**, Bethpage, Aircraft Systems
**Robert H. Nelson**, Bethpage, Aircraft Systems
**Mario F. Nunziato**, Melbourne, Melbourne Systems
**William J. Southard**, Hicksville, Corporate Services
**James E. Thompson**, Holtsville, Data Systems
**Robert M. Watson**, Bethpage, Aircraft Systems

## 25

**Joseph L. Atlas**, Melville, Electronics Systems
**Stephen G. Bianco**, Melville, Aircraft Systems
**Alphonse S. Bishay**, Melville, Aircraft Systems
**George A. Brogan**, Melville, Aircraft Systems
**Raymond Busch**, Great River, Electronics Systems
**John T. Butler**, Melville, Aircraft Systems
**Carlo D. Caldarella**, Bethpage, Aircraft Systems
**Theodore Calpakis**, Bethpage, Aircraft Systems
**Daniel J. Carroll**, Melville, Aircraft Systems
**Harry H. Carver**, Calverton, Aircraft Systems
**Anthony F. Cauiola**, Bethpage, Aircraft Systems
**Stephen Congro**, Calverton, Aircraft Systems
**Joseph F. Cubells**, Bethpage, Corporate Services
**Donald E. Cutler**, Bethpage, Aircraft Systems
**Phillip D'Amato**, Bethpage, Aircraft Systems
**Norman W. Flinn**, Bethpage, Aircraft Systems
**Charles J. Harmon**, Melville, Electronics Systems
**Ruth A. Jackson**, Bethpage, Electronics Systems
**Henry Lamb Jr.**, Calverton, Corporate Services
**Alan H. Levy**, Melville, Electronics Systems
**James A. Marino**, Utica, Aircraft Systems
**Gary W. Mauch**, Calverton, Aircraft Systems
**Glennie R. McQueen**, Hicksville, Corporate Services
**George S. Miezejewski**, Bethpage, Aircraft Systems
**John J. Moynihan**, Melbourne, Melbourne Systems
**Andrew C. Nieland**, Bethpage, Aircraft Systems
**Bernard Nelson**, Bethpage, Aircraft Systems
**Carl A. Nivolo**, Bethpage, Aircraft Systems
**Peter J. Plate**, Bethpage, Aircraft Systems
**William Ptucha**, Bethpage, Aircraft Systems
**Charles J. Radimer**, Glen Arm, Aircraft Systems
**Francis G. Rhatigan**, Bethpage, Aircraft Systems
**Frederick J. Romani**, Bethpage, Aircraft Systems

F. G. Rhatigan

F. J. Romani

L Rubenstein

J. Schaefer

G. B. Smith Jr.

B. S. Spencer

R. L. Spina

W. J. Spraul Jr.

B. Todd

M. W. Valentine

J. J. Zumpol Jr.

**Lawrence Rubenstein**, Melville, Aircraft Systems
**Joseph Schaefer**, Melville, Aircraft Systems
**George B. Smith Jr.**, St. Augustine, Aircraft Systems
**Billy S. Spencer**, Stuart, Aircraft Systems
**Robert L. Spina**, Melbourne, Melbourne Systems
**William J. Spraul Jr.**, Melville, Aircraft Systems
**Bobby Todd**, Sherman, Allied
**Martin W. Valentine**, Bethpage, Aircraft Systems
**John J. Zumpol Jr.**, Bethpage, Aircraft Systems

***1989 Grumman Family Picnic: July 22, Calverton, L.I.***

# *Mammography Tests Available Next Month*

Mammographies will be available to Grumman women through the Medical Department in Bethpage, June 19-23 and 28-30. Appointments will be scheduled between 10 a.m. and 4 p.m.

The $65 fee, roughly half the normal cost, is reimbursable under the Grumman/Travelers Insurance Plan. It is not covered under HMOs. Confidential results will be sent to you within 72 hours.

Insurance reimbursement will follow American Cancer Society guidelines. Women 35-40 should undergo a baseline mammography. Women 40-50 should have the procedure done every two years, and those over 50 should do it on an annual basis. Under 40, you must have a doctor's prescription to be covered by the Grumman/ Travelers Insurance Plan.

Mammographies will be offered in Great River and Calverton later this year. "It's an invaluable procedure that a lot of women don't get because they say it's inconvenient or they don't have the time," says John Brody, health services manager. "We hope by offering this service at Grumman, more women will take the test."

Here are some facts to consider. One out of every 10 women will develop breast cancer during her lifetime. Breast cancer is the most common cause of death in American women — 40,000 will die from it this year. When breast cancer is detected early, it is both treatable and curable.

The most valuable test in the early detection of breast cancer is a mammography. It is a low dose X-ray procedure that takes 10 minutes. With the procedure, 95 percent of breast cancer can be detected while still curable and before a lump can be felt. And there are 25-30 percent fewer deaths among women who have periodic mammographies.

There are several high risk indicators. If you have a strong family history of cancer, if you had your first child after 30, if your menopause started late, or if you're 40 or more pounds overweight, you should be sure to take advantage of this opportunity.

Last year was the first time Grumman offered this service. Two hundred and fifty women took advantage of it. Of those, five results were positive, meaning that something was found requiring a follow-up. Only one woman had a malignancy that resulted in a mastectomy.

Early detection saved her life. "If Grumman hadn't offered the mammography here, I never would have made the effort to have it done," she said. "It saved my life."

"I think people are scared to have a mammogram done. But they have to understand, cancer isn't this great big monster. If it's caught early, you can be cured," she added. "It's not the end of the world. If you neglect it, wait till a later stage, I don't even want to think about it."

To schedule an appointment, call Medical at (516) 575-2103.

# A Letter To The Editor

Congressman Les Aspin's recent statement that Secretary of Defense Richard Cheney "has failed to consider the political aspects" of the proposed F-14D cancellation is not, as Aspin intended, a penetrating criticism, but rather a statement of high praise, which every honest man should hope is absolutely true.

The mission of the Department of Defense is to equip America's armed forces as well as possible with the available money, and nothing else.

The office of the Secretary of Defense is charged with the formulation of a procurement policy of maximum effectiveness, within time, budget and procedural constraints. It ought never to be influenced by "political considerations" — dealing damage to opposition legislators or giving "friendly" ones plums to distribute among their constituents.

None of this is intended to suggest that to cancel the F-14D contract would be militarily correct, but rather that military correctness should be the only subject matter discussed. If we are to defend the F-14D, it must be by recourse to the merits of the aircraft and its role within the Fleet. We must rigidly avoid talking about any other consideration.

Defense procurement is not a jobs program, nor an economic support for a needy region, and certainly not a method for building a "friendly" Congress. It is about the defense of the United States, the most serious duty of the federal government and one of the three justifiable functions of any government.

If the DoD should decide that it wants no more Grumman planes, Grumman's many ingenious employees would surely develop other products to manufacture and sell.

The reader who thinks this attitude naive is advised to remember that, over more than half a century of dealings in both the public and private sectors, Grumman's most telling corporate asset, its principal sales tool, has always been its unquestioned integrity.

Sincerely,

Francis W. Porretto
Building 110
Melville, L.I.

# Readership Survey

We don't want to do all the talking. We'd like to know what you think about the things you see in these pages. Your comments, suggestions and complaints are welcomed. Please take a few minutes and give us your opinions.

| Article | Great | Good | Poor | Didn't Read |
|---|---|---|---|---|
| Tomcat-21 (P. 1) | [ ] | [ ] | [ ] | [ ] |
| Parts Fabrication (P. 2) | [ ] | [ ] | [ ] | [ ] |
| Grumman Systems Support (P. 3) | [ ] | [ ] | [ ] | [ ] |
| Estimating (P. 4) | [ ] | [ ] | [ ] | [ ] |
| Data Systems Proposal Center (P. 5) | [ ] | [ ] | [ ] | [ ] |

**Suggestions for Future Articles:**.....
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**Name**.....
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*Mail to: Grumman World, A22-GHQ*
*1111 Stewart Ave., Bethpage, N.Y .11714*

# *Obituaries*

**Gordon S. Anderson** of Production, Glen Arm, Aircraft Systems Division, died May 8 at the age of 63. He had been with the company since 1953 and resided at 5501 Fair Oaks Ave., Baltimore, Maryland.

**Irene Hopkins** of Food Services, Bethpage, Corporate Services Division, died May 8 at the age of 66. She had been with the company since 1985 and resided at 169 N. 2nd St., Bethpage, N.Y.

**Frederick J. Knipper** of Machine Shop, Bethpage, Aircraft Systems Division, died April 30 at the age of 55. He had been with the company since 1980 and resided at 625 Keith La., West Islip, N.Y.

**Katherine M. Lennon** of Management/ Staff, Bethpage, Aircraft Systems Division, died April 28 at the age of 51. She had been with the company since 1955 and resided at 575 Rose Blvd., Baldwin, N.Y.

**Salvatore Mazzarella** of Structural Design, Bethpage, Aircraft Systems Division, died April 21 at the age of 55. He had been with the company since 1982 and resided at 572 Liberty St., Uniondale, N.Y.

**Glen J. Stehlin** of Requirements Planning, Bethpage, Aircraft Systems Division, died April 21 at the age of 48. He had been in the company since 1974 and resided at 49 Parkway Dr., Commack, N.Y.

# Personals

My family and I wish to extend our sincere appreciation and thanks to all of my friends at Grumman for their kind expressions of sympathy and support during the recent loss of my mother. **Terry O'Grady**

The family of Jim Litterello (Jimmy Litt) would like to thank all our dearest friends and co-workers at Grumman for their prayers, cards, flowers, kindness and generosity during the recent loss of my husband. God bless you all. **Anne Litterello**

The family of Power Benedict II would like to thank you all for your thoughtfulness and for the lovely flowers. **Jan Benedict**

To Mike Cardella's friends and co-workers. During this past year, while Mike gallantly fought his unsuccessful battle, your cards, calls, visits, flowers and mainly your countless prayers gave him strong courage not to give up. He never gave up, the illness just wore him out. **Mary R. Cardella and family**

My daughter Jane and I wish to extend our gratitude to all our Grumman friends for their thought-fulness and support during the loss of my wife Florence. **Patsy Lamberti**

We would like to express our sincere thanks to all of our friends at Grumman who helped us through the sudden passing of my husband Francis X. Ruzicka. Your cards, prayers, flowers and sincere expressions of love were greatly appreciated. **Irene Ruzicka, Diane, Paul, David and Gregory Zona**

The family of Roy V. Nystrom extend its heartfelt thanks and sincere appreciation to all of his friends and co-workers at Grumman for their expressions of sympathy and kindness during our recent bereavement. **Mrs. Roy Nystrom**

We would like all our Grumman friends to know how deeply we appreciated your presence and your kind expressions of love and concern given during the passing of our son John. He always felt close to the Grumman family. **The Lehnfeld family**